



Headquarters U.S. Air Force

Integrity - Service - Excellence

DRAFT - Civilian S&E Force Development



U.S. AIR FORCE

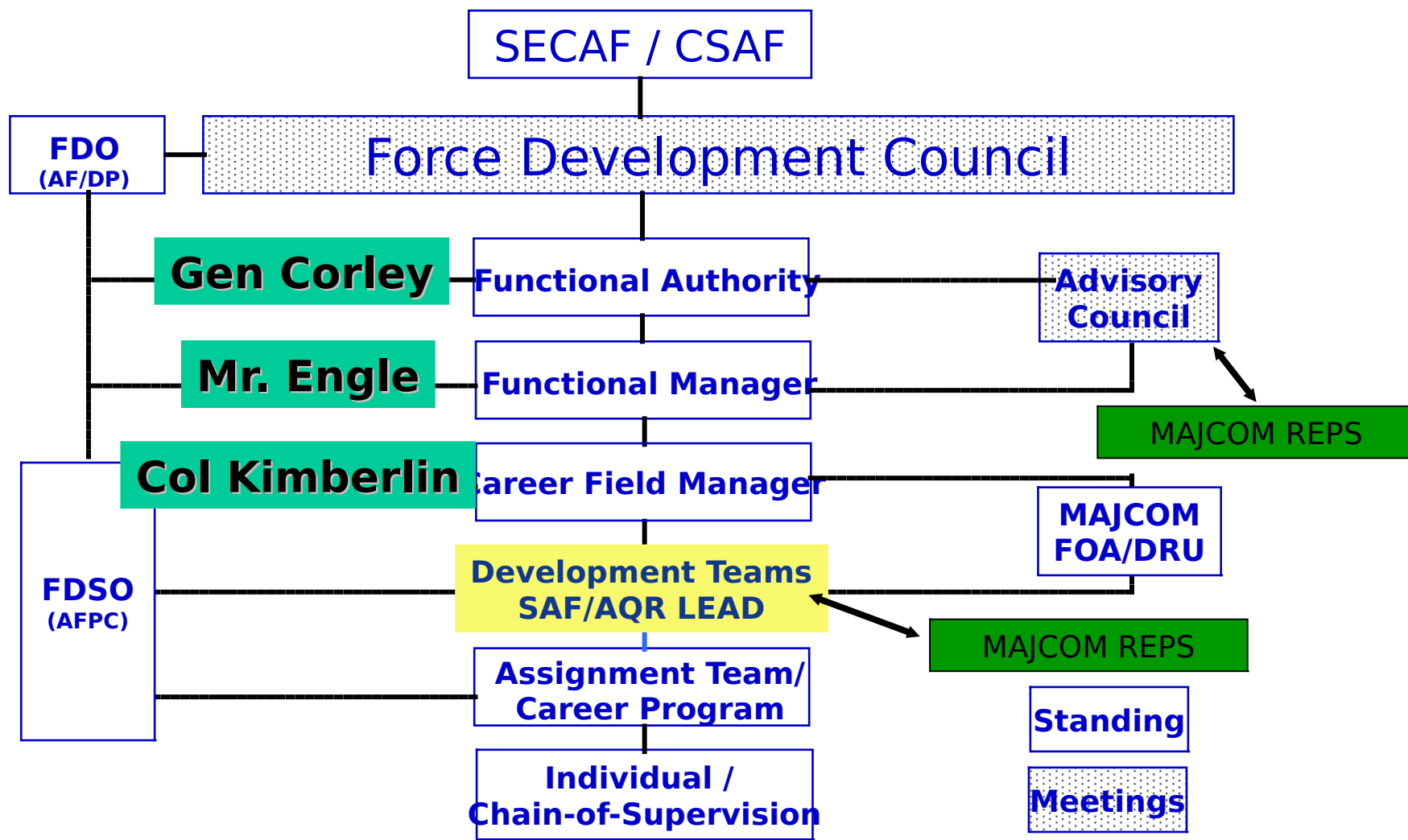


- Goal: Deliberate, connected, career-oriented development to enable the civilian element of Total Force Development
- **Civilian Force Development provides...**
 - *Clearly stated goals* **for development - Career Templates and Guides**
 - *Improved assessment* **of individuals via Career Development Plans and Development Teams**
 - *Connected development* **over the course of a career**
 - *Integrated leadership education* **through all levels (tactical, operational, strategic)**
- **Compatible with Officer Force Development - enables Total Force Management**



U.S. AIR FORCE

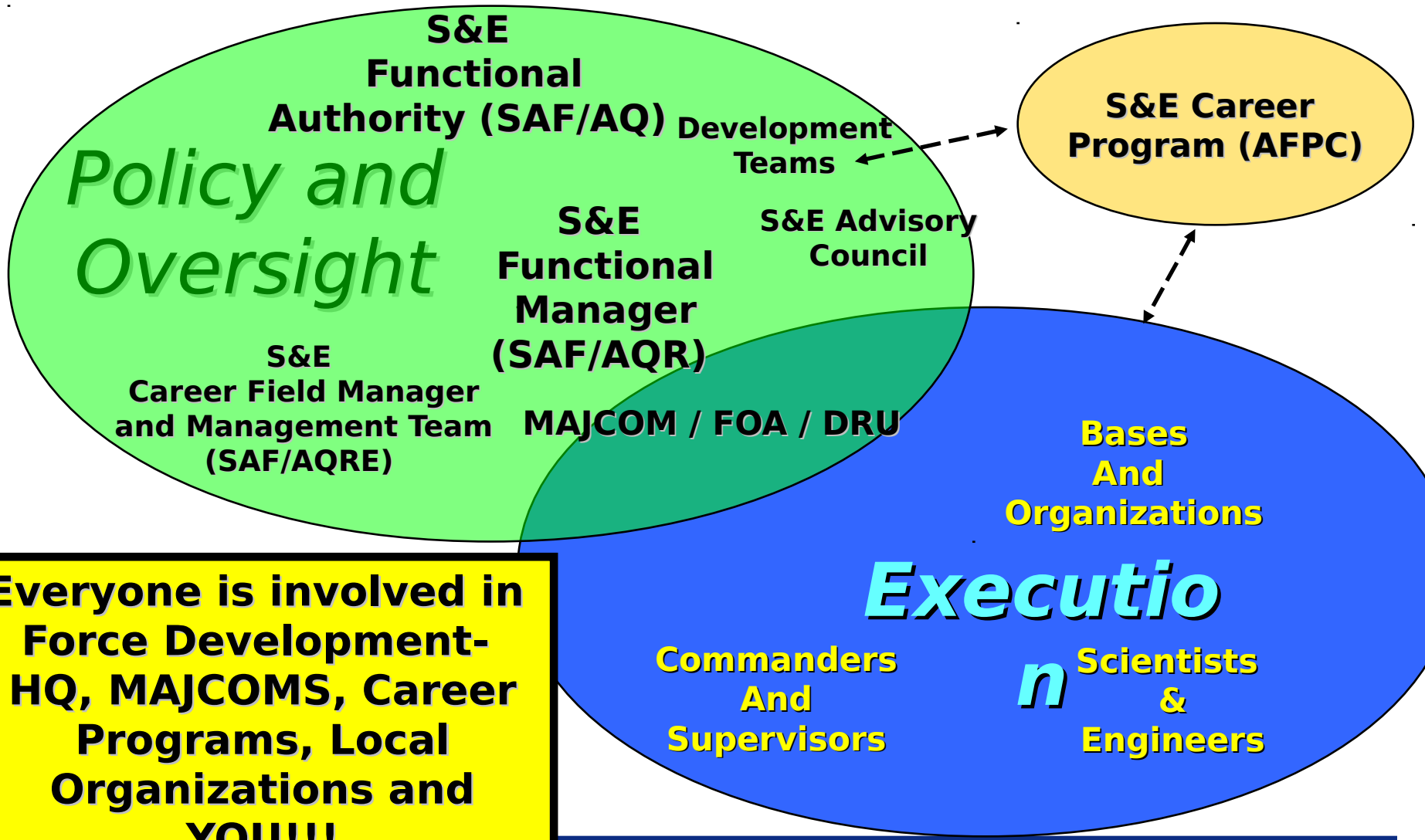
Force Development Management Structure





Roles and Responsibilities

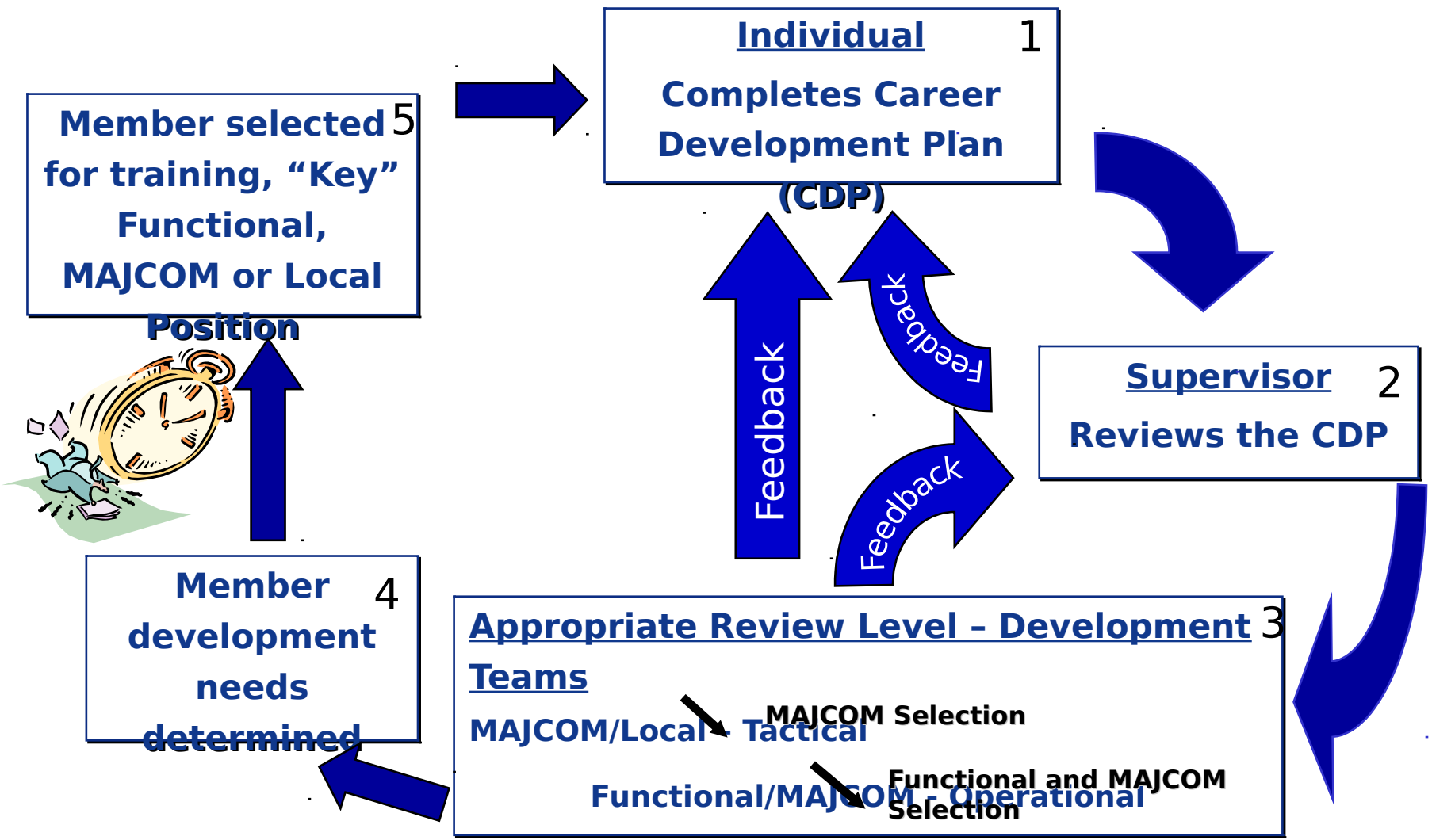
U.S. AIR FORCE





S&E Force Development

U.S. AIR FORCE





3 Levels of Leadership Development

U.S. AIR FORCE

TACTICAL

LEAD/Partner

- Follow S&E Career Development Guide (CDG)
- Develop Depth & Initial Leadership Skills
- Eligible for Tactical Local positions to GS-15 Level

**MAJCOM
and /LOCAL**

OPERATIONAL GS 13-15

- Develop Breadth in another Function
- Further Develop Leadership Skills
- Be Mobile – SES Template
- Eligible for “key” S&E Leadership positions
- Functional review of self nominated and MAJCOM endorsed Candidates

**SAF/AQR and
MAJCOMs**

STRATEGIC GS-15

- Develop Corporate Strategic Leadership Skills and Greater Breadth
- Eligible for “KEY” AF GS-15 positions

**AFSLMO
SAF/AQR and MAJCOMs**



U.S. AIR FORCE

3 Levels of Technical Development

TACTICAL

- Author on journal articles
- Ability to present technical project results
- Technical MS and/or PhD

LEAD/Partner

LOCAL and MAJCOM

OPERATIONAL GS 13-15

- Technical expert
- Direct large-scale projects
- Develop and maintain relationships with operational user
- Recognized by organization and peers as expert in the field

MAJCOMs and Local

STRATEGIC GS-15

- Leader in professional societies (IEEE, AIAA, ASME, etc)
- Adjunct professor
- Technical depth (Lab, ALC, SPO, Test Center, NAIC)
- Technical instructor
- Recognized as expert by external Society

MAJCOMs





Contact Information

U.S. AIR FORCE

<u>Name</u>	<u>E-Mail</u>	<u>Phone</u>
Col Craig Kimberlin S&E Career Field Manager	craig.kimberlin@pentagon.af.mil	703-588-7840 DSN: 425
Lt Col Erica Robertson Team Chief, S&E Career Field Management	erica.robertson@pentagon.af.mil	703-588-7857 DSN: 425
Maj Ron Grogis Career Development Guide, Career Opportunities Guide, S&E Awards	ronald.grogis@pentagon.af.mil	703-696-0105 DSN: 426
Dr Scott Roberson Civilian S&E Force Development Civilian Workforce Initiatives	scott.roberson@pentagon.af.mil	703-696-0229 DSN: 426
Mr James Smith Civilian Workforce Initiatives Strategic Civilian S&E Recruiting	jamese.smith@pentagon.af.mil	703-588-7843 DSN: 425
Ms Helen Bohn S&E Advisory Council Coordination Advanced Academic Degrees, S&E Newsletter	helen.bohn@pentagon.af.mil	703-588-7837 DSN: 425
Ms Barbara Hunter Military Force Development Military Workforce Initiatives	barbara.hunter@pentagon.af.mil	703-588-7801 DSN: 425
S&E Career Field Management Team	SAF.S&E@pentagon.af.mil	
S&E Career Field Management Website	http://www.safaq.hq.af.mil/aqre/se	

